

UNDERSTANDING YOUR TOTAL COMPENSATION STATEMENT

FEBRUARY 2015





Champlain College values our staff and faculty and greatly appreciates the time and energy you put into making our students succeed and in creating a great place to work. We realize that every individual has unique personal and professional aspirations and needs. To this end, we strive to offer a complete and competitive salary and benefits package to meet the needs of our employees and their families.

Total compensation includes not only the wages you receive in your paycheck, but also the additional benefits Champlain College provides to you. This Total Compensation Statement has been developed to explain and quantify the impact of our overall program for each individual.

We encourage you to review this information carefully and share it with your family. It is our hope that your benefit package will provide added security for you and your family members.

Again, thank you for the important work that you do for our students and community.

Take good care,

Mary M. Lee

Associate Vice President,

Human Resources & Organizational Development



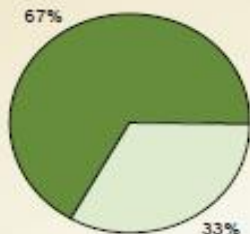
CHAMPLAIN COLLEGE

Contribution to Benefits



■ Champlain College Contributions
□ Your Contributions

Retirement Savings



■ Champlain College Contribution
□ Your Contribution

Data is based upon actual earnings and contributions incurred in 2014. The exception is Tuition Exchange benefit which is based upon the 2014-15 academic year cost.

“Contribution to Benefits” Pie Chart

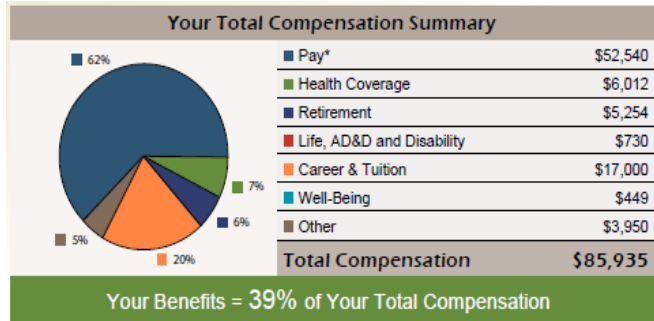
This chart depicts your contribution to the cost for benefits and the Colleges cost of benefits. To arrive at this percentage we totaled the Benefits listed under “Your Contributions” and “Champlain College Contribution” and then calculate yours and Colleges contribution into a percentage of the total.

“Retirement Savings” Pie Chart

This chart depicts yours and the College’s contribution to the 403(b) Plan. To arrive at this percentage we totaled the Retirement columns under “Your Contributions” and “Champlain College Contribution” and calculate yours and Colleges contribution into a percentage of the total.



CHAMPLAIN COLLEGE



*Pay is your actual 2014 earnings including your paid days off. Numbers are rounded, causing percentages to vary.

“Your Total Compensation Summary” Chart: This chart include only what Champlain College has paid for your benefits in 2014:

Pay - This is the actual pay you received in 2014. This is gross earnings and includes your paid time off for vacation, sick, personal and holiday time. If you were to view your final pay stub in Workday for 2014 (December 19th), your gross pay would be the same as this number.

Health Coverage - This includes what the College contributes for your medical and dental coverage. This also includes the College’s contribution to your HSA, if applicable.

Retirement - This is the College’s contribution to your 403(b) Plan. If you are part of a grandfathered group who receive a Supplemental contribution from the College, this is included in this total.

Life, AD&D and Disability - This includes the cost for the Life, Accidental Death & Dismemberment insurance and Short & Long-term Disability coverage that the College provides to you.

Career & Tuition - All classes you and your dependents have taken at Champlain College, any reimbursements you may have received for classes taken outside Champlain College and any Tuition Exchange benefit you have been granted for a dependent under age 23. The Tuition Exchange amount is for the 2014-15 academic year.

Wellbeing - This includes any Wellbeing Account reimbursements you received in 2014 and a base fee assigned to all eligible employees for the cost of the Edge access.




Other - This includes the Social Security and Medicare taxes paid by the College on your behalf. In most cases this number will be the same for you and Champlain College, however, if you have reached the Social Security & Medicare limits in 2014 the amounts will differ.

“Your Benefits = X% of Your Total Compensation” To determine the percentage of benefits that is attributable to your total compensation, the “Champlain College-paid benefits = \$...” is divided into your “Total Compensation”.

Please note that if a benefit was under 1% it will not show in the pie chart. Also note that numbers are rounded and this may impact the percentage.



CHAMPLAIN COLLEGE

Your Benefits		Your Contributions	Champlain College Contributions
 <p>Health Coverage:</p> <p>Champlain College offers full-time employees medical, dental, and vision insurance for you and your family. All these plans help to keep you healthy with access to:</p> <ul style="list-style-type: none"> Preventative medical exams, prescription coverage and 4 dental cleanings An HSA account for those enrolled in the HDHP where the College contributes 60% of the HDHP deductible Access to Flexible Spending Accounts 	\$1,260	\$6,012	
 <p>Retirement:</p> <p>Champlain College offers a 403(b) Retirement Plan to assist you in your retirement savings. Champlain will match up to 5% of your eligible pay each pay period at a 2:1 ratio. In other words, for every \$1 you put in the College will match at \$2 up to 5% of eligible pay, subject to IRS limits. The 403(b) Retirement Plan offers pre-tax as well as Roth options.</p>	\$2,627	\$5,254	
 <p>Life, AD&D and Disability:</p> <p>The College provides you with Life insurance and Accidental Death & Dismemberment (AD&D) insurance at 2 1/2 times your base salary. In the event you become disabled the College provides you with short-term disability and long-term disability at 2/3's of your base salary. A group of eligible employees hired before July 1, 2009 receive the benefit in place at that time.</p>	\$0	\$730	

Your Benefits - These columns indicate your contribution and the College's contribution for benefits.

Health Coverage - This includes what you and the College contribute for your medical, dental and vision plans. It also includes your and the College's contribution to your HSA, if applicable. If you were deferring into a Flexible Spending Account this amount will also show in your column.

Retirement - This includes your and the College's contribution to your 403(b) Plan. If you are part of a grandfathered group who receive a Supplemental contribution from the College, this is included in the College's total. Your contribution includes your pre-tax and Roth deferrals including matched, unmatched and catch-up deferrals.

Life, AD&D and Disability - This includes the cost for the Life, Accidental Death & Dismemberment insurance and Short & Long-term Disability coverage that the College provides to you. This will also include the amount you pay for Supplemental Life & AD&D for yourself and your spouse if applicable in your column.



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Career and Tuition:

\$0 \$17,000

The College provides you and your family with the opportunity to further your education through Champlain College classes, Tuition Exchange and Tuition Reimbursement (refer to the back for more details). The College also offers several different skill based seminars and trainings through Dare U.



Well-Being:

\$0 \$449

- Free access to on-campus gym and classes. Low fee to 6 area Edge facilities (free for children under 18, and reduced cost for spouse)
- \$300 Well-Being Account
- Individual consulting on financial, legal, emotional and personal coaching needs through LifeScope



Other:

\$3,950 \$3,950

- To help provide you with continued income and benefits during retirement and times of unemployment, contributions are made on your behalf to government programs including:
- Social Security & Medicare
 - Workers' Compensation

Champlain College-paid Benefits = \$33,395

Career & Tuition - All classes you and your dependents have taken at Champlain College, any reimbursements you may have received for classes taken outside Champlain College and any Tuition Exchange benefit you have been granted for a dependent under age 23. The Tuition Exchange amount is for the 2014-15 academic year.

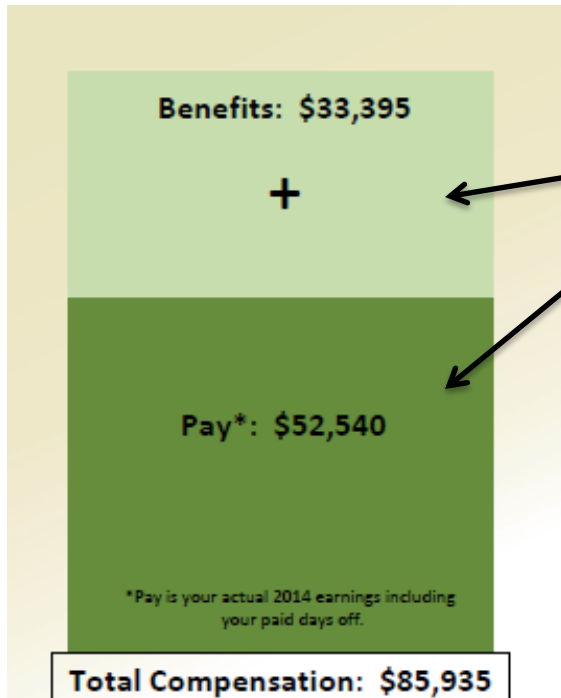
Well-being - This includes any Wellbeing Account reimbursements you received in 2014 and a base fee assigned to all eligible employees for the cost of the Edge access. For your contributions this includes your monthly payroll deduction to the Edge and payment for any on-site classes held in early 2014.

Other - This includes the Social Security and Medicare taxes paid by the College on your behalf. In most cases this number will be the same for you and Champlain College, however, if you have reached the Social Security & Medicare limits in 2014 the amounts will differ.

“Champlain College-paid Benefits = \$....” This is a total of the Champlain College Contribution column. This number is used to determine the benefit percentage of your total compensation on the previous page.



CHAMPLAIN COLLEGE



Are you missing out?

You are currently contributing 5.0% of your pay to the 403(b) Plan. The College matches the first 5% of each pay's eligible earnings at 2:1. Are you maximizing the College's contribution by deferring at least 5%? If so, great. If not, think about increasing your deferral so you are not leaving money on the table!

The Benefits dollar amount is carried from “Champlain College-paid Benefits” on the prior page. The Pay is carried from page 2. Your Pay is the actual pay you received in 2014. This is your gross earnings and includes your paid time off, vacation, sick, personal and holiday time. If you were to view your final pay stub in Workday for 2014, your gross pay would be the same as this number.

This is the percentage you were deferring as of December 31, 2014 into the 403(b) Plan. If you are also deferring a flat dollar amount via the Catch-Up provision this is **NOT** reflected in this percentage but it is reflected in “Your Contributions” under Retirement on the previous page.



CHAMPLAIN COLLEGE

Tuition:

The College provides you and your family with the opportunity to pursue education through the following options:

- Champlain College classes - free tuition (you and your family are eligible). Possible taxes could be due based upon dependent classification and level of classes per IRS regulations.
- Tuition Reimbursement - you may be eligible for approved reimbursement from another institution.
- Tuition Exchange - your dependent under age 23 working on their first undergraduate degree may be eligible for free tuition at 600+ other educational institutions. Tuition Exchange reflects the 2014-15 year.

Voluntary Benefit Options:

- Health Savings Account (HSA)
- Medical Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account (FSA)
- Vision Insurance
- Voluntary Supplemental Life Insurance for you & your spouse
- Voluntary Supplemental AD&D Insurance for you & your spouse
- CCTA free bus pass for local and link transportation
- Edge Membership

Paid Time Off for the 2014-15 Leave Year:

- 150 Vacation Hours
- 75 Sick Hours
- 15 Personal Hours
- 14 Holidays & Winter Break

This is the paid time off for the 2014-15 leave year. Your actual time may be pro-rated if you were hired after September 2014.

Paid Time Off for the 2014-15 Leave Year: This is the amount of leave time an active full-time employee would be eligible for as of September 1, 2014. If you were hired after September 1st your actual time will be pro-rated. All vacation, sick and personal time used in this leave year and remaining time balances can be viewed in Workday under the Time Off worklet, View your Time Off Balance, at the end of the leave year, by using the AS OF date of August 31, 2015.



CHAMPLAIN COLLEGE

Note: All the data and dollars represented in this statement are based upon your 2014 earnings and deductions. Figures have been rounded and may not be exact. Reasonable measures have been taken to ensure that this statement is an accurate representation of your pay and benefits, but it is not a guarantee of the benefits or compensation. This statement is not a legal document. For full benefit information, please refer to the Summary Plan Descriptions, Workday or the Human Resources & Organizational Development Office.



Questions?

Please contact Debra Dayman, Benefits Director, at dayman@champlain.edu.





LET US DARE